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## *Nurse Professional Standards Board Documentation*

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### **Practice:**

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Applying the acquired leadership skills across nursing practices aimed at improving patient outcomes

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### **#1 Problem:**

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When working as a nurse manager, I realized that the nurses were taking longer than expected to administer medication to the patients in the ward, especially during the night shift. The delay in administering the medication to the patients contributed to the deterioration of their wellbeing and the exacerbation of their health conditions while staying at the facility. Upon inquiry, the nurses cited a shortage in the staff, long working hours, burnout, and cultural/spiritual differences among several patients who did not believe in medication treatment. These patients caused delays by insisting that the chaplain be present during their medication administration or after completing their prayers. The issues highlighted by the nurses, coupled with the spiritual needs of the patients, were identified as significant hindrances to the attainment of desired patient outcomes. Thus, I set out to prioritize the health and spiritual needs of the patients by structuring a strategy in which those with severe health conditions were given medication first. In contrast, those with spiritual needs were scheduled for later.

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### *Goal:*

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To safeguard the wellbeing of all patients by aligning medical practices that prioritize health and spiritual needs and reduces the workload for the staff (Maier, Koppen, & Busse, 2018)

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### *Action*

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- Conducting a thorough assessment of the patients' health and spiritual needs to determine the acceptable practices that would safeguard their overall wellbeing
- Provide counseling and interaction sessions for patients who require the involvement of spiritual leaders
- Observe the patients' behavior during the medication administration process
- Increase the number of nurses in each shift to reduce the heavy workload and reduce the number of working hours
- Educate the patients and staff about the significance of timely care delivery and adherence to the prescribed care plan (Maier, Koppen, & Busse, 2018)

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### *Outcome*

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- Improved patient outcome as the individuals admitted within the facility would receive timely care that aligns with their health and spiritual needs
- Increased patient-to-nurse ratio due to reduced workload and shorter working hours
- Increased satisfaction among patients as their medication would be administered on time and in the right dosage (Maier, Koppen, & Busse, 2018)

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## *References*

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Maier, C. B., Köppen, J., & Busse, R. (2018). Task shifting between physicians and nurses in acute care hospitals: Cross-sectional study in nine countries. *Human Resources for Health, 16*(1). <https://doi.org/10.1186/s12960-018-0285-9>